

## Defense Integrated Military Human Resources System (DIMHRS)

### *Overview*

The Defense Integrated Military Human Resources System (DIMHRS) is enabling military human resources transformation by creating an Enterprise-wide system for accessing and managing Service member information. DIMHRS' three main advantages are:

- **Integrated System:** Incorporates commercial best practices to ensure timely, accurate information and pay. Personnel changes automatically initiate payroll adjustments that appear on the new Payslip (formerly LES).
- **Global Reach:** Offers Web-based access to information and transactions. DIMHRS brings real-time updates and global Web access for self-service transactions.
- **Joint System:** Provides enterprise-wide capability across all Services and Components. Enhanced and improved decision-making support for commanders to ensure the right resources, in the right place, at the right time.

### *Program Mission*

As the cornerstone of military personnel transformation, DIMHRS is the vehicle for fielding and resourcing a fully integrated human resources system, while simultaneously supporting reengineered business processes, replacing failing systems, reducing data collection burdens, enhancing readiness, and connecting Soldier and Airmen directly to their human resources information. DIMHRS will:

- Provide accurate and timely data on personnel assets.
- Provide standard data for comparison across Services and Components.
- Properly track Reserve and National Guard members for both pay and service credit.
- Provide integrated personnel and pay functions.

### *Benefits*

DIMHRS will revolutionize human resources processes by streamlining information gathering and reducing the number of forms and systems that are used to process information. By using only one record per Service member, DIMHRS will reduce human errors such as disconnects in the sharing of information and the time lapses currently seen by members who change status, assignment or command. DIMHRS will standardize language and processes for human resources functions by creating joint terminology and standardizing methodologies for performing human resources actions. Service members will be served by this single system from the day they join military service until the day they depart from the service and beyond.

### **Fast Facts:**

#### *DIMHRS*

DIMHRS is an enterprise system of the Business Transformation Agency's Defense Business Systems Acquisition Executive (DBSAE) directorate. The DBSAE directorate is responsible for driving the successful implementation of the Department of Defense (DoD) systems and initiatives in support of the Department's business transformation goals. Its mission is to develop, coordinate, and integrate projects, programs, systems and initiatives providing DoD enterprise-wide business capabilities to the warfighter.

#### *Web site Address:*

<http://www.dimhrs.mil>

#### *Stakeholders Served:*

DIMHRS is the largest enterprise resource planning (ERP) system ever attempted and will:

- Hold over 1.7 million human resources records, making it the largest HR system in the world.
- Be accessible 24 hours, 7 days a week via any computer connected to the Internet.
- Accommodate 80,000 concurrent users and provide near real-time access to data.
- Subsume 90 current systems for the Army, Air Force and DoD that process HR information.